

Central Intelligence Agency



18 MAR 1982

Washington, D.C. 20505

100-439111  
MAR 10 3 59 PM '82

MEMORANDUM FOR: The Honorable Virginia H. Knauer  
Special Assistant to the President

SUBJECT: Follow-up to the International Year  
of Disabled Persons (IYDP)

REFERENCE: Your Memorandum dated 12 February 1982

1. I appreciate your acknowledgement of the extensive work done by this Agency to commemorate the International Year of Disabled Persons (IYDP), and I wholeheartedly share your belief that the spirit of IYDP should continue through increased recognition of the abilities and accomplishments of handicapped employees in the Federal Government. Our Agency has, in fact, initiated a full program in support of the Federal Affirmative Action Plan for the employment and advancement of the Handicapped as well as Disabled Veterans. Our Selective Placement Coordinator, [redacted] has been assigned responsibility for ensuring this Agency's commitment to the employment of disabled persons remains an active and continuing one. STAT

2. Our recruiting efforts are aimed at recognizing the work potential of the Handicapped and in employing them to meet our varied job requirements. We actively seek handicapped individuals who possess the skills and experience needed by this Agency and who have the desire to pursue a career in intelligence.

3. Our Selective Placement Coordinator has, in addition, begun to establish a career counseling program for the handicapped to ensure equitable treatment in the area of training, assignments, and career progression. Her primary focus has been on the deaf, the visually impaired, and the immobile; and her objective is to review job requirements, examine work sites to eliminate major obstacles, and provide reasonable accommodations as necessary.

[redacted] also meets regularly with Agency managers and supervisors to discuss the problems and concerns of specific handicapped employees and to publicize the services of the Selective Placement Program. STAT

L 299

4. At present, [ ] is also working with the Agency components to identify and eliminate architectural barriers and to prepare an emergency evacuation plan for the handicapped. Brochures listing organizations, agencies, and emergency numbers for the deaf, blind, and immobile will soon be published to ease their relocation to the Washington Metropolitan area. In an effort to remove the communication gap with our deaf employees, greater use will be made of sign language interpreters.

STAT

5. In general, our goals and objectives will continue to be focussed on the elimination of existing barriers to productive employment and the creation of an environment in which the handicapped are not isolated, but rather are an integral part of the CIA work force.

*W/J. William J. Casey*

William J. Casey  
Director of Central Intelligence

DCI/OP/SPD, [ ]

(9 March 1982)

STAT

## Distribution:

Orig - Addressee

- 1 - DCI
- 1 - DDCI
- 1 - Executive Director
- 1 - Executive Registry
- 1 - D/Pers
- 1 - DD/Pers/R&P
- 1 - C/SPD
- 1 - Selective Placement Coord.
- 1 - PPB Chrono